



## **RADAR**

*a coaching model when there is a need for a more directive approach*

There will be times when a manager wants to demonstrate a model, technique or specific approach to a particular problem, and the RADAR framework may provide useful guidelines for this type of intervention.

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| <b>Rapport</b>       | <b>(R)</b> | The first stage is to develop the relationship so that the coachee feels comfortable and non-threatened by the interaction.                      |
| <b>Analysis</b>      | <b>(A)</b> | The second stage is to analyse the area of need, the performance gap or the advantage and opportunities of addressing a particular issue.        |
| <b>Demonstration</b> | <b>(D)</b> | The third stage involves modelling the correct or ideal behaviour and suggesting what needs to be demonstrated to indicate progress.             |
| <b>Activity</b>      | <b>(A)</b> | The fourth stage is to encourage the coachee to practice the required behaviours, and then provide appropriate feedback.                         |
| <b>Review</b>        | <b>(R)</b> | The fifth stage is to review and evaluate progress and take stock of what has been learned and how the learning can be replicated in the future. |